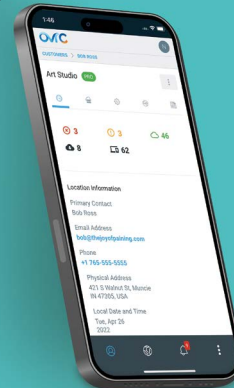




2023 Sustainability Report





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About this Report

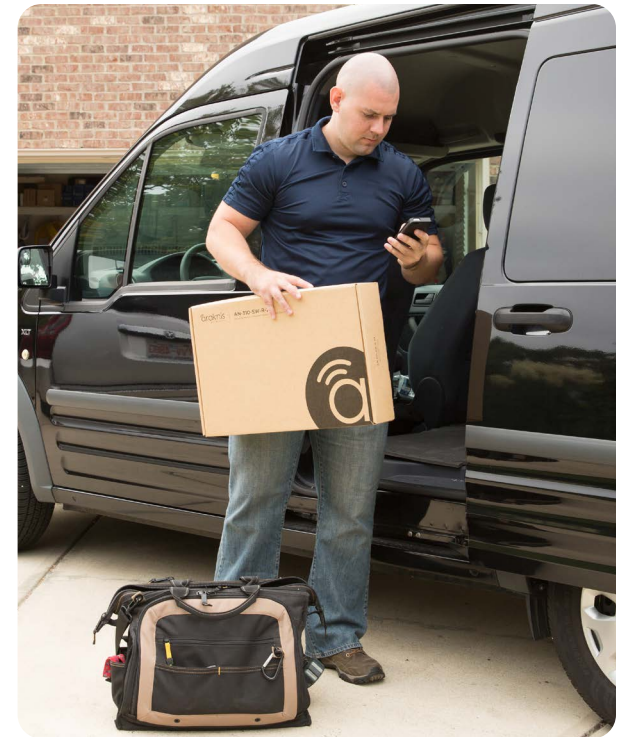
At Snap One, we are dedicated to making the world better while enhancing the value of our company to investors. Snap One's inaugural Sustainability Report demonstrates our commitment to transparency and accountability as we work to enhance our performance and conduct business responsibly. This report outlines our policies and progress with respect to sustainability initiatives, including ongoing activities, achievements, and challenges. Unless otherwise indicated, references to "Snap One," "the Company," "we," "our" and "us" in this report refer to Snap One Holdings Corp. and its owned and operated businesses and does not address the performance or operations of our suppliers or contractors unless otherwise noted.

Unless otherwise indicated, the information included in this report is current at the time of publication. That said, certain prior fiscal year data is provided to allow for annual comparisons. Monetary amounts presented within this report are stated in U.S. dollars.

In 2022, we set the foundation for our sustainability reporting by establishing a governance structure for our Board of Directors (Board), and a cross-functional internal committee. We then completed an initial climate risk assessment, set up a carbon accounting process, and identified our mission and roadmap for the next five years. This report shares an overview of this foundation, which we believe will allow us to better track and measure performance in future years through key performance indicators.

Our carbon accounting results herein includes methodologies and standards outlined by the Greenhouse Gas Protocol (GHGP), and our initial

climate risk assessment, referred to herein, utilizes the Task Force for Climate-Related Financial Disclosures (TCFD) Index. We continue to evaluate the most effective and applicable frameworks and standards for future reporting.





A Letter from the CEO

Dear Stakeholders,

I am proud to present Snap One's inaugural Sustainability Report. This report is another step forward in our ability to enhance the lives of our end users and stakeholders. Snap One is dedicated to creating an inclusive work environment for our employees while driving positive impact in our communities, upholding high standards with our partners, and delivering solutions that can assist our customers improve energy efficiency. Snap One brings together the best people, partners, and products to make lives more enjoyable, connected, and secure.

Business Updates

Our team has continued to perform and deliver solid results in the face of an uncertain macroeconomic environment. We believe that our differentiated solutions have enabled us to extend our leadership position within the industry and drive market share gains in core product categories.

Sustainability In Our Business Strategy

We continued to make progress on initiatives that benefit our communities in 2023, and we identified our four cornerstone sustainability principles, namely a focus on being an Employer of Choice (People), an Engaged Leader (Products), an Environmental Steward (Planet), and an Ethical Company (Principled Governance) to help us focus on long-term sustainable growth in our business that benefits our communities.

We also developed a roadmap and established measurable initiatives to track and drive our progress for the next five years. Our cross-functional Sustainability Committee established our sustainability mission and priorities, while focusing on opportunities to better track and report on our positive contributions.

Our Global Supply Chain

Over the past several years we have focused on mitigating adverse supply chain conditions created by the pandemic and geopolitical conflicts. We continue to diversify the geographic location of our suppliers to reduce the impact of regional risks and our reliance on specific third parties, while expanding our solutions to better serve the needs of our customers.

We recently conducted a global climate risk assessment to identify physical or transition risks that could interrupt our short- and long-term business strategies. We are prioritizing opportunities to mitigate climate risks moving forward.

New Corporate Headquarters in Lehi, Utah

In February 2023, we opened a new corporate office on the Innovation Pointe Campus in Lehi. The new facilities were designed to support the scale and pace of our technological innovation and growth.

John Heyman
CEO





The move to Lehi reaffirms our commitment to equip our Partners with the resources, tools, and support they need to address the needs of the future. The new facility includes expanded labs and technology investments that enable Snap One engineers to more efficiently design and test our products, improve the product lifecycle and provide enhanced training areas for our employee and partners.

People Are Our Most Critical Asset

Snap One's people and our company culture set us apart. Snap One has always strived to truly be the best place for our people to work and grow. Team members earn competitive compensation and benefits and are encouraged to participate in training and development that can lead to opportunities for growth and promotion throughout the organization. Recently, our People team has developed new programs to enhance functional onboarding and leadership training, expand continuing education courses and mentorship programs, and encourage better communication and feedback between managers and employees.

The Journey Ahead

I want to take a moment to thank our team members, who truly live our mission and our Company tenets every single day. Snap One has become a leader in our industry and the best place to work because of our employees' daily commitment to obsess over our customers, be an owner, and learn every day.

We are excited and optimistic about the road ahead for Snap One. While near-term challenges continue, we are making key investments in our People, our Products and our Principled Governance, which we believe will have a positive impact on our Planet. We intend to continue providing incredible products to partners and customers as we advance our strategic vision. Our commitment to a sustainable strategy will continue to enhance the partner, employee, and end-user experience as well as our relationship with the communities we serve.

Thank you for taking the time to learn more about who we are, where we are, and what we aspire to be. I look forward to sharing more as we continue to report our progress.

Sincerely,

John Heyman

**Chief Executive Officer
Snap One**





Snap One At a Glance

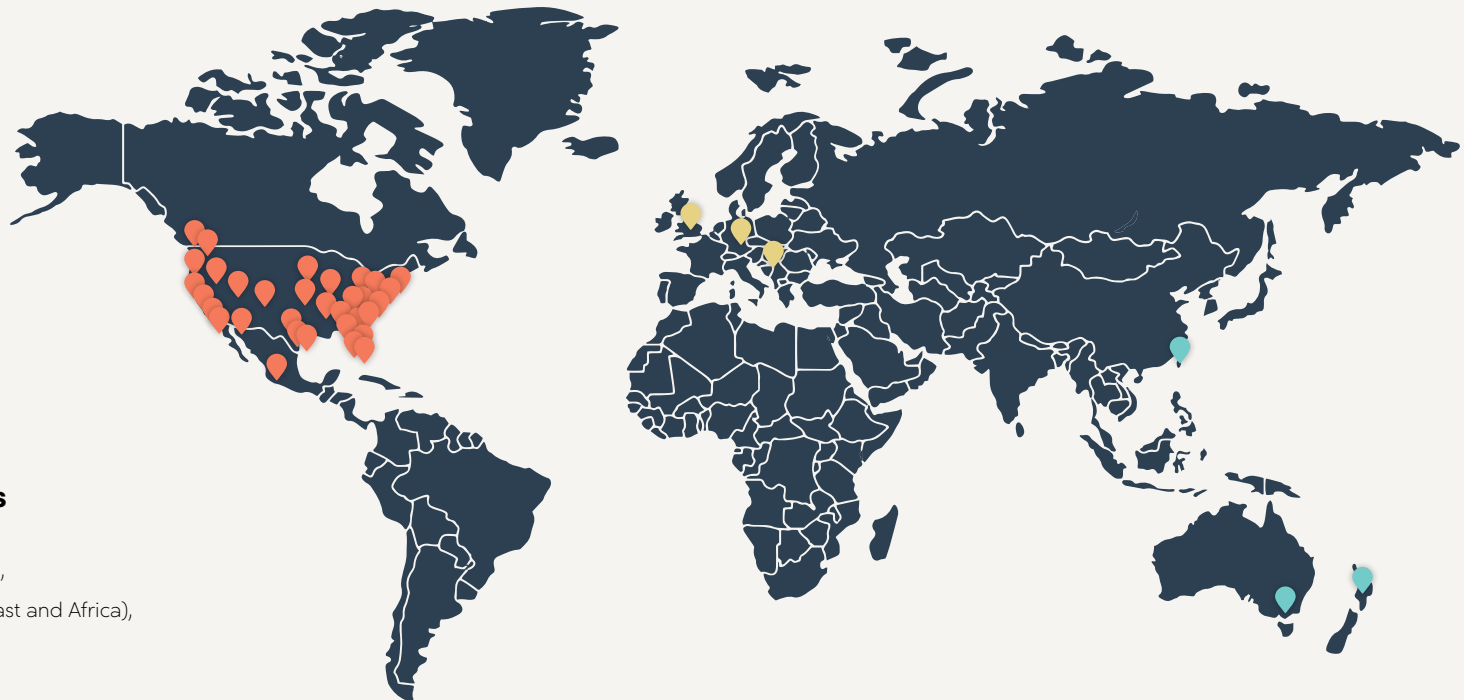
Snap One is a provider of smart living products, services, and software for professional integrators. Snap One was founded by technology integrators who had a passion for smart technology and saw a better way to do things. We first took on the "Snap" name to represent our mission to make lives easier for our partners and the customers they serve. Snap One creates smart-home products and services that include approximately ~50 brands in categories from audio, video, surveillance, security, control, networking, power management, and remote management.

Representative Brands:



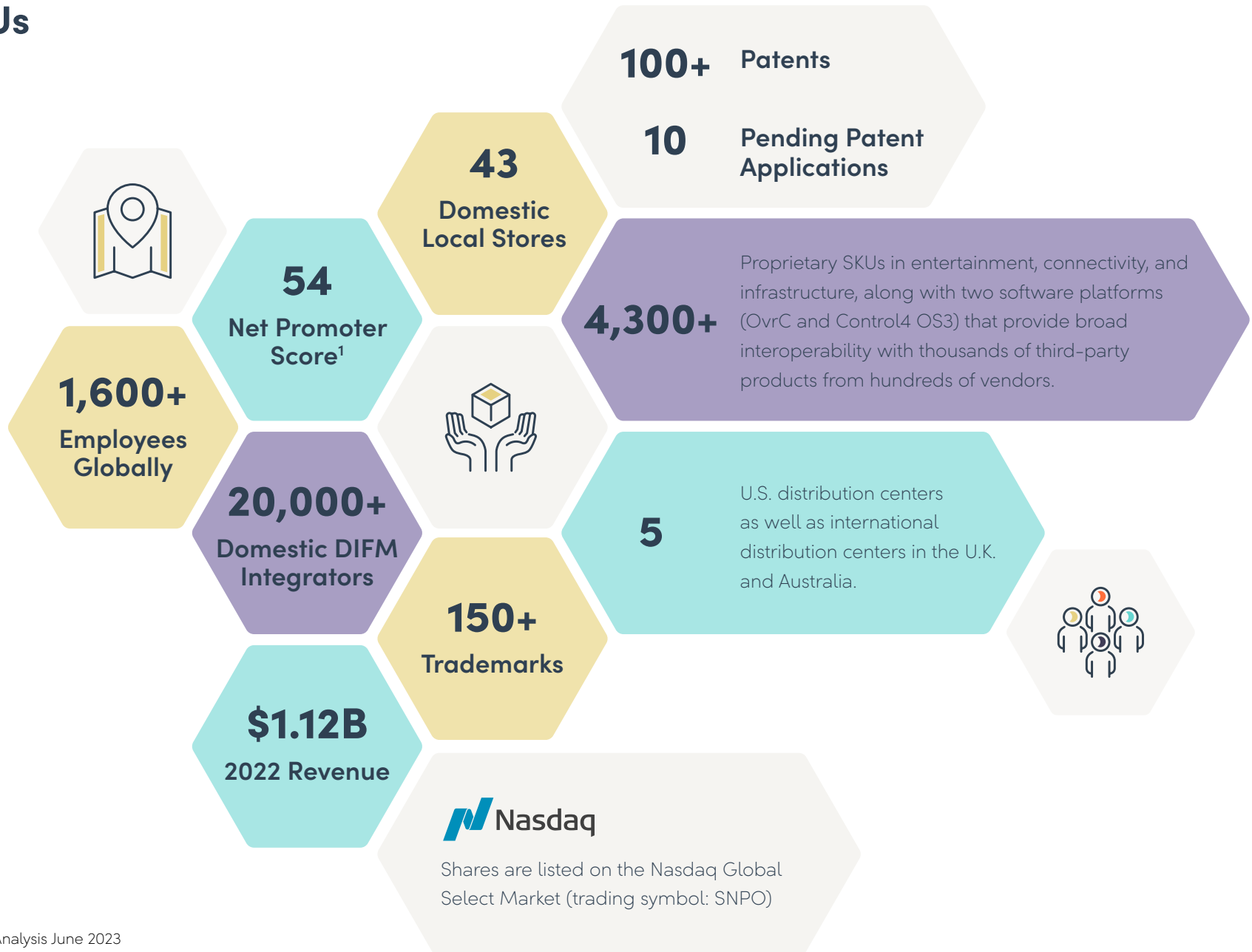
Snap One Locations

-  North and South America,
-  EMEA (Europe, Middle East and Africa),
-  APAC (Asia-Pacific)





About Us



¹ Stax Research & Analysis June 2023



Building a Purpose-Driven Company

Snap One has continuously worked diligently to craft and improve our identity and Company values including building an sustainability strategy that resonates with our business' core capabilities and inspires our stakeholders.

Snap One's mission is to bring together the best people, partners, and products to make lives more enjoyable, connected, and secure. Snap One envisions a world where technology works to enrich,

safeguard and simplify the "everyday" – empowering people to optimize the efficiency and connectivity of their businesses and homes while prioritizing the sustainment of our planet. We work every day to create spaces where individuals can thrive, have peace of mind, and focus on what matters most. In doing this, we are driven by our Company tenets.



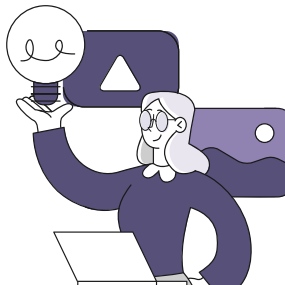
Be An Owner



Obsess Over Customers



Be the Best Place to Work



Learn Every Day

Our Journey

Control 4 merges with SnapAV

2019

Company is renamed Snap One and goes public

2021

Snap One forms Sustainability Committee

Jan 2022

Current state Assessment conducted

Feb 2022

Climate Risk Assessment conducted

Oct 2022

Sustainability Committee sets mission and values

Feb 2023

First Conflict Minerals Report Issued

May 2023

Full Carbon Accounting Process conducted

Sep 2023

Supplier acknowledgment created

Nov 2023

Snap One releases first Sustainability Report

Dec 2023



Environmental, Social and Governance (ESG)

Sustainability Strategy

Attention to environmental, social and governance (ESG) issues, often simply called "sustainability" is integral to Snap One's business strategy and culture. We believe that being a good environmental and social citizen is not just the right thing to do as a responsible member of the communities we serve but is also the right thing to do to drive long-term value creation.

Snap One's mission to make lives more enjoyable, connected, and secure is powered by a commitment to people, privacy, and the planet.

We have established four cornerstone pillars of corporate responsibility as we seek to benefit our communities and stakeholders: People, Product, Planet, and Principled Governance. Our commitment is guided by the following goals:



People

Employer of Choice

Create safe environments with equitable and inclusive employee experiences.



Product

Engaged Leader

Create solutions that enable resource efficiency and enhance security and privacy for end customers and partners.



Planet

Environmental Steward

Minimize our carbon footprint and improve the sustainability of our operations.



Principled Governance

Ethical Company

Commit to governance practices and policies that promote high ethical standards and maximize the long-term interests of our stakeholders.



People





Employer of Choice

We are committed to creating safer environments and more equitable and inclusive employee experiences.

82%

Employee
Engagement
Score

(with a 92% response rate)





Employee Engagement

Snap One believes that engaged and supported employees are better at home, in their communities, and more productive in our Company. Employee engagement is the heart of our sustainability strategy, as we recognize the profound impact of our people on our business's long-term sustainability. Our dedication to fostering a vibrant and inclusive workplace environment is reflected in our efforts to empower our employees, nurture their talents, and enable them to thrive both personally and professionally. By prioritizing our workforce's well-being, we believe they will drive positive change within our organization, industry, and the global community.



Engagement Score

Snap One's tenet to "Be the Best Place to Work" is consistently reflected in our employment engagement.

Our 2023 employee survey had a 92% participation rate. And our employee survey results showed that, on average, 82% of our employees responded positively to the following statements...

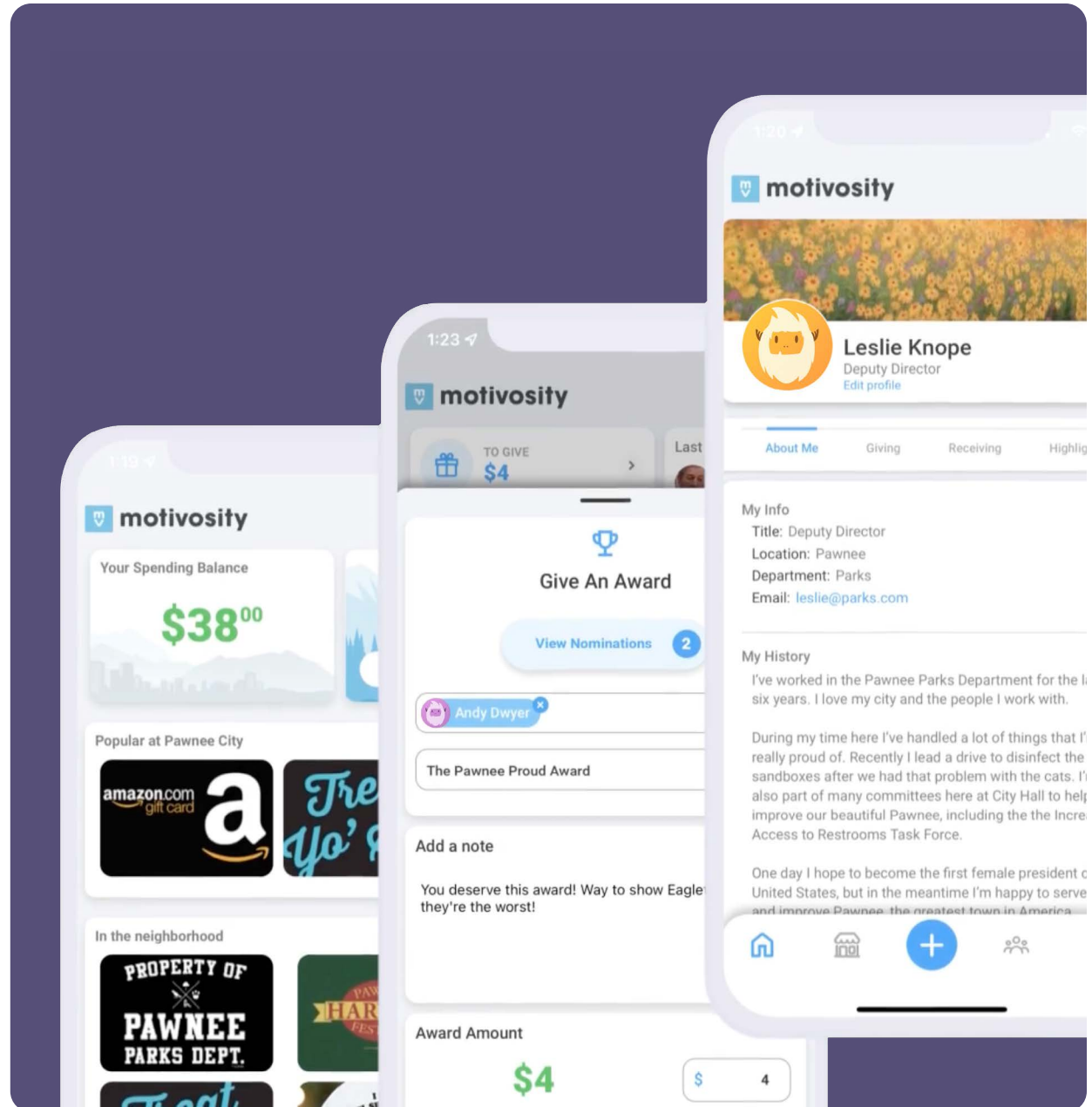
- *I am proud to work at Snap One.*
- *I intend to stay with Snap One for at least the next 12 months.*
- *I would recommend Snap One as a great place to work.*
- *My work gives me a sense of personal accomplishment.*

We ask our employees these questions on three separate occasions throughout the year and continually adjust policies in response. We are proud of our Engagement Score of 82%, but continuously work to increase our employees' engagement.



Employee Recognition

When an employee demonstrates excellence in one or more of Snap One's values, we have a robust Company-wide employee recognition program, using a platform provided by Motivosity, that allows employees to receive personal recognition and compensatory awards from their peers. In 2023, we had over **37,500 appreciations** on Motivosity that were shared between our team members! This platform has provided an engaging opportunity to incentivize employees and managers to share appreciation directly, and publicly recognize good work.





Goals and Communication

We provide open forums with leadership through periodic Town Hall meetings, where we ensure that our people are informed, engaged and updated on the Company's performance and organizational priorities. The Town Halls provide transparency to our global work force and allow employees to ask questions of management, including the CEO. In the spring, we engage in a detailed goals-setting process across our organization that starts with our Company goals and cascades to our team members. We facilitate this process with a platform for individuals to set and track individual goals throughout the year. The end result is alignment of our priorities throughout the Company and an individual awareness of how each position contributes to the performance of Snap One.



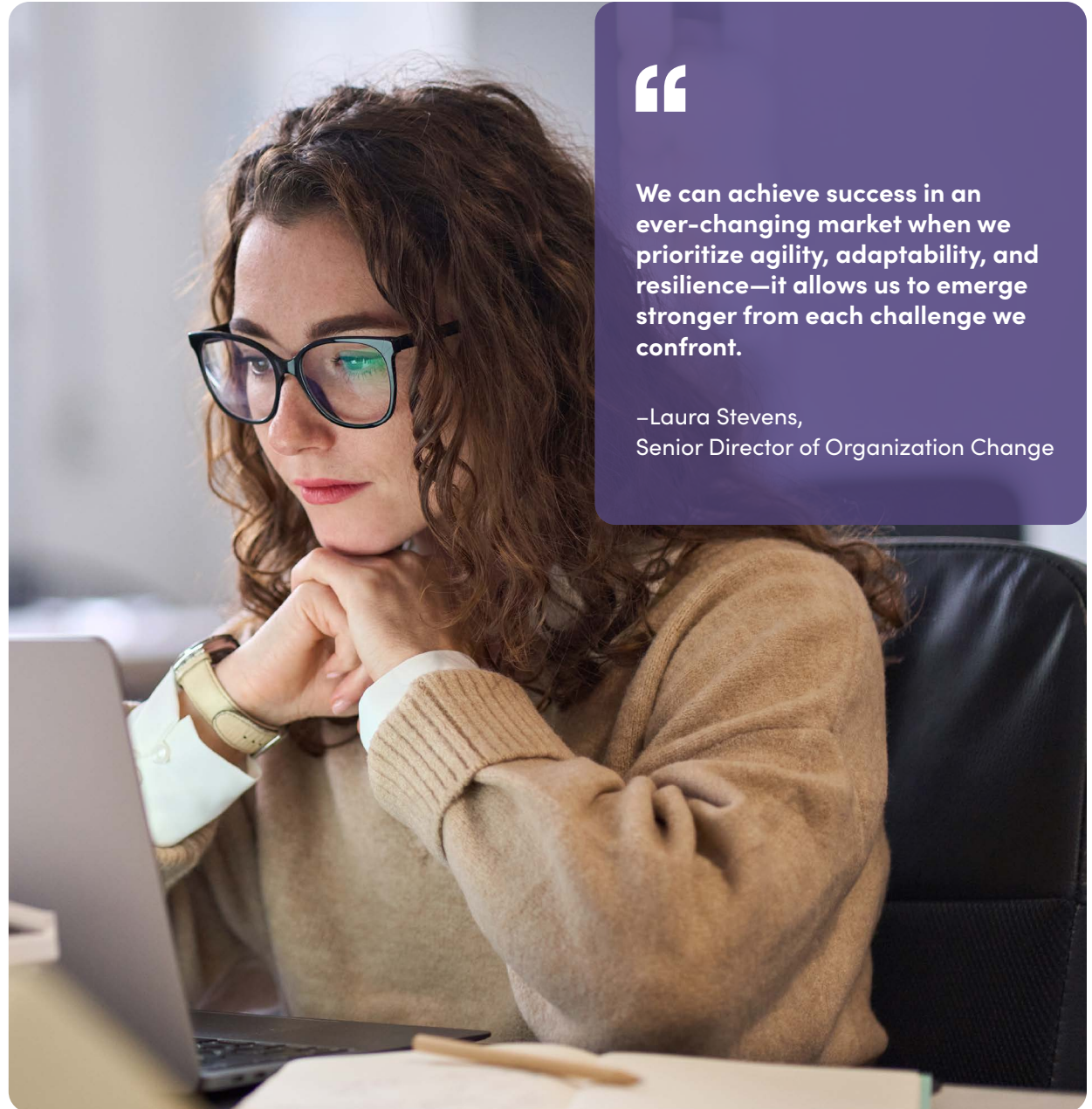


Feedback

We conduct performance reviews, including a formal annual review process as well as periodic informal reviews between employees and managers. Through our engagement survey process described above, we collect employees' feedback and measure employee satisfaction and the impact of our employee programs. Our employee surveys measure key metrics and team member issues throughout the organization. The survey results are shared with the respective team leaders, who are then able to identify relevant engagement opportunities for their department.

Listening to our People

Snap One received feedback from our employee surveys that our organization could improve how it assists its teams in handling change in the Company (and the world!). In 2023, Snap One onboarded our new Sr. Director of Organization Change Management and implemented comprehensive Change Management Training to facilitate a user-friendly and structured process for integration of new businesses and technologies as we grow and evolve.



“

We can achieve success in an ever-changing market when we prioritize agility, adaptability, and resilience—it allows us to emerge stronger from each challenge we confront.

–Laura Stevens,
Senior Director of Organization Change



Training

We support our employees in meeting their career goals through a range of development tools, resources, and opportunities.

Leadership Essentials Training.

In 2022 we started a live leadership training program for managers to train them to be better leaders.

Our program utilizes live presentations and small-group discussions headed by Company management and has been well-received by our managers. We focus on topics such as employee empowerment, providing difficult feedback, effective communication, and servant leadership.



“

Developing our Managers.

Our Leadership Essentials Training demonstrates our commitment to developing strong managers and leaders within Snap One. We believe that a strong management team is the key to creating an open and inclusive culture where team members feel respected, able to share their ideas and contribute their best work.

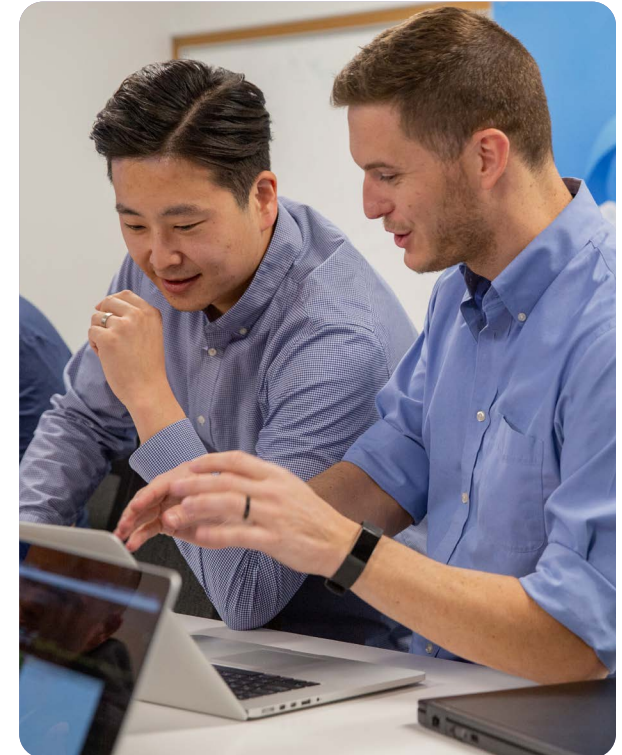
– Kathy Aiello, Director Talent Management

“

Servant Leadership.

A servant leader focuses primarily on the growth and well-being of people and the communities to which they belong.

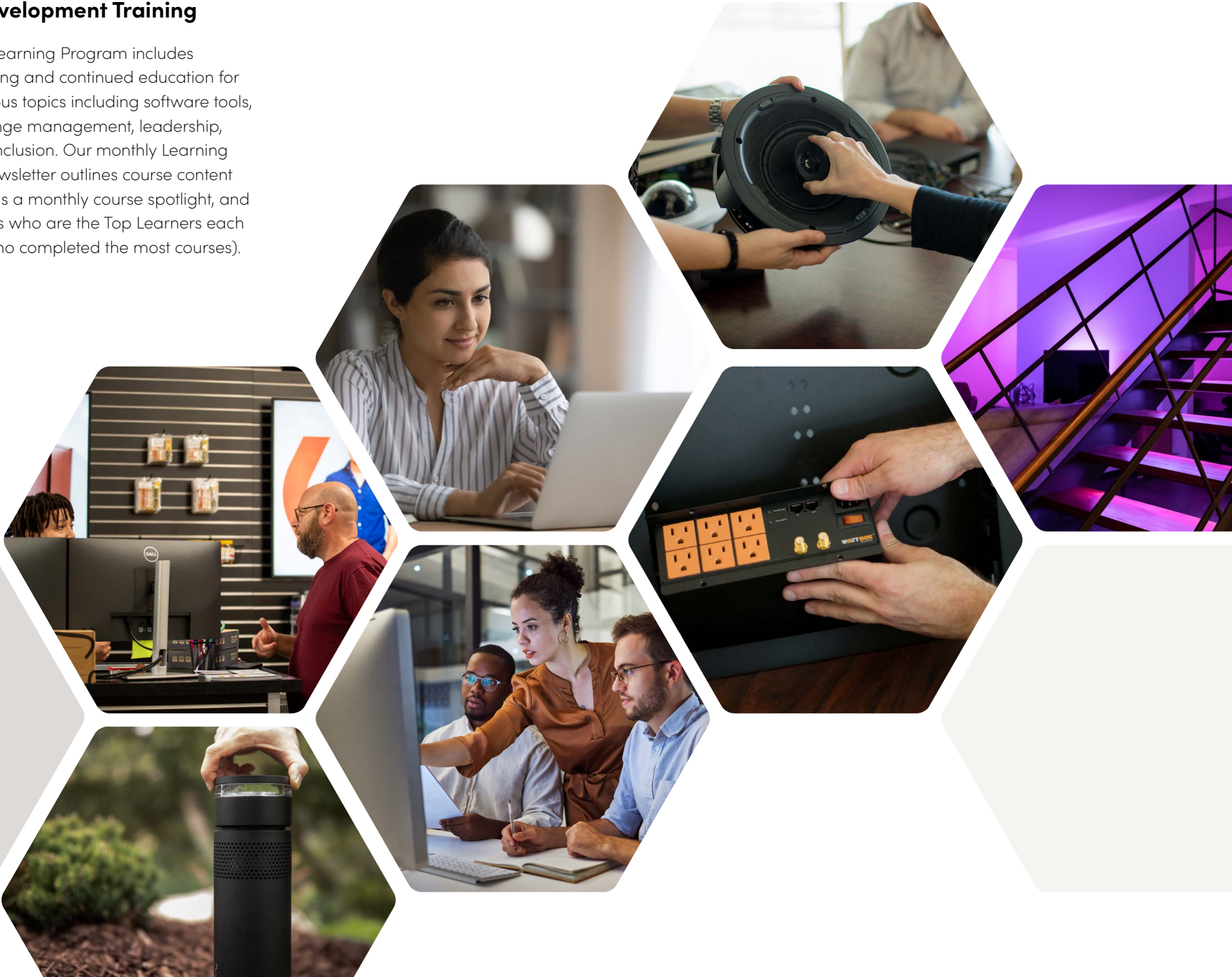
– Leadership Essentials Training on Servant Leadership; After-Training Survey Satisfaction Rate: 95.7%





Professional Development Training

Snap One's Internal Learning Program includes streamlined onboarding and continued education for all employees in various topics including software tools, product training, change management, leadership, diversity, equity and inclusion. Our monthly Learning and Development Newsletter outlines course content for our employees, has a monthly course spotlight, and recognizes employees who are the Top Learners each month (employees who completed the most courses).





Mentorship Program

Since its start in 2021, we have developed and expanded our Snap One Mentorship Program, which has grown across our locations. Our participants meet regularly for discussion, problem-solving and coaching. The program is designed to develop, engage and invest in our internal talent to better prepare them for promotion. Our Talent Development team provides monthly discussion topics and materials as well as panels with our leadership discussing topics such as building resilience, problem solving, and owning growth and feedback.



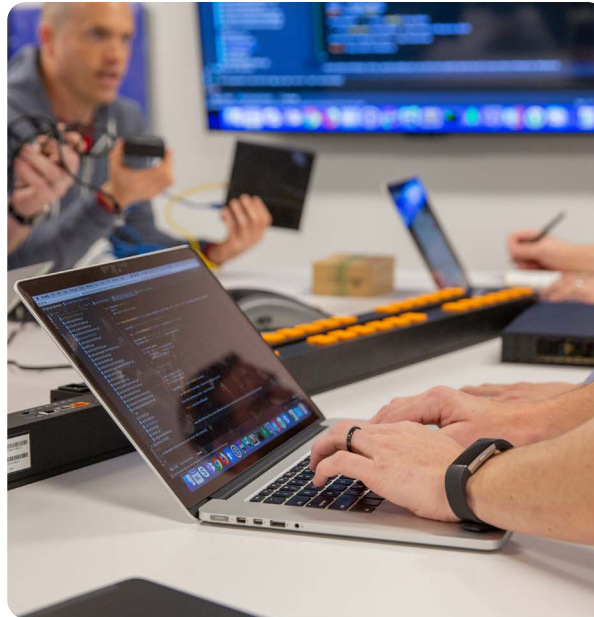
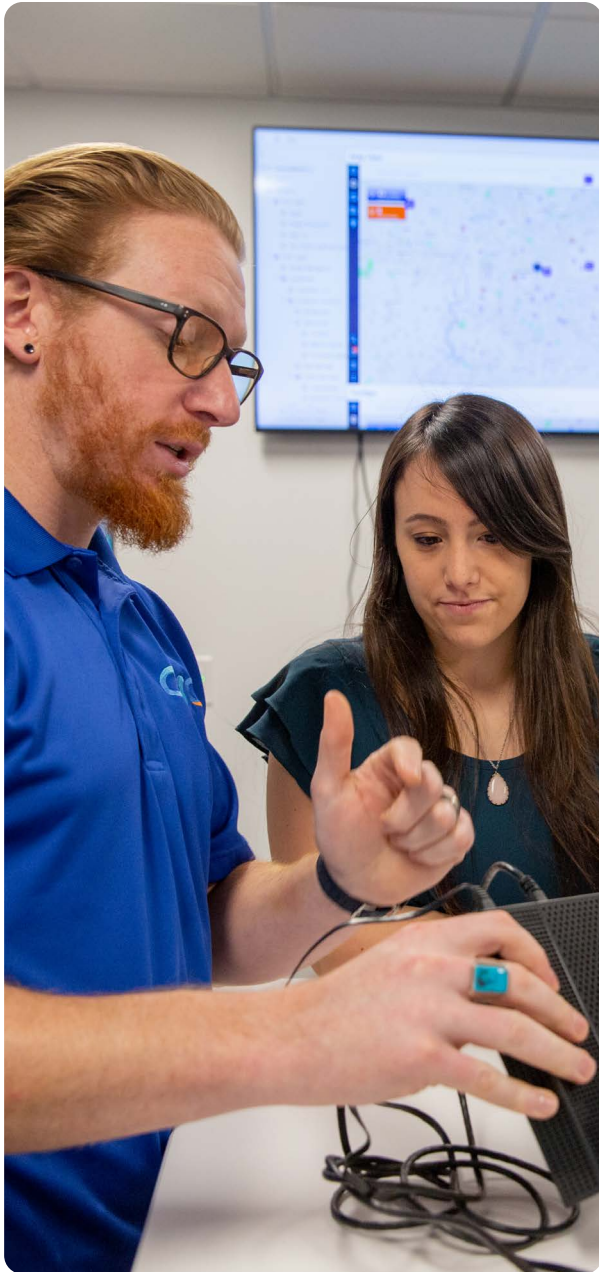
Prioritizing Development.

My mentor at Snap One has been instrumental to my professional development.

The mentorship program at Snap One has not only elevated my career but has also deepened my appreciation for the organization.

– Emily Bollman , Director of Marketing





Internship Program

In summer 2023, Snap One expanded our summer internship program enabling carefully selected interns to learn skills on the job, participate in trainings, and gain exposure to senior leadership in our 8-week program across 3 locations: Lehi, Utah, Charlotte, North Carolina, and Sarasota, Florida.

Interns had a structured weekly calendar with opportunities to engage in speaker series sessions, attend conferences and events, tour our labs, network with employees and work on projects in line with their areas of focus. Interns also received performance reviews with feedback from managers and coworkers to further assist their development.





Team Member Health and Safety

The safety of our people is of the utmost importance. Our commitment to safety is captured in Snap One's Injury and Illness Prevention Program and Accident Prevention Plan, which addresses a breadth of topics including employee compliance and disciplinary procedures, hazard identification, and accident reporting. To assist this program, we regularly distribute our safety policies, conduct training for employees, and evaluate their safety performance. In addition, our Safety Committee meets quarterly to review the Company's safety performance and ensure employees maintain responsible practices in their day-to-day work activities.

In 2023 our Risk Management and Safety Department rolled out our Monthly Safety Training schedule that encompasses the training needs of every Snap One job description, whether online or in-person. Our enhanced safety program addresses a wide spectrum of safety training including:

- **Emergency Response Plan:** CPR, first aid, workplace active shooter training, fire prevention
- **Cyber Safety Awareness**
- **Equipment Safety:** forklift certification, loading dock, driver safety, electrical safety
- **Proper Body Protection:** ergonomics, proper lifting, hearing protection, PPE
- **Injury and Illness Protection:** heat prevention and sickness, slip and falls, hazardous substances





Diversity, Equity and Inclusion (DEI)

We strive to create a culture of belonging where all employees can meaningfully contribute their ideas and perspectives and understand this inclusivity as imperative to being an Employer of Choice.

Diversity Policies

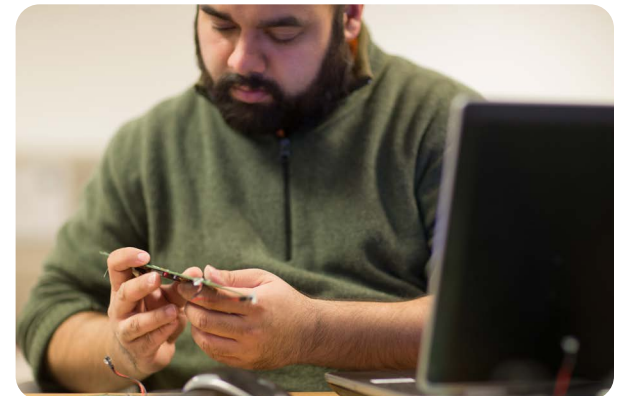
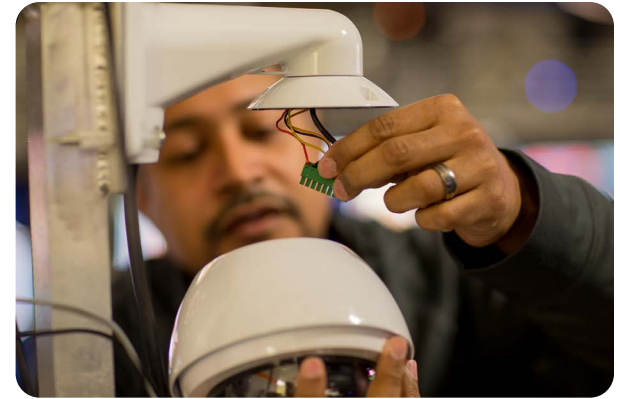
As part of our DEI efforts, we recruit, retain, and develop employees from all walks of life and lived experiences. We believe diversity of perspective among our team members will strengthen our ability to innovate.

Creating a diverse and inclusive environment for our employees starts with our hiring, onboarding, and training processes. Our Equal Opportunity and Anti-Discrimination Policy exhibits our commitment to recruiting, hiring, and conducting all personnel actions without regard to race, color, national origin, genetic information, gender identity, religion, age, sex, sexual orientation, disability, veteran status and/or any other status or condition. We use hiring tools and training to address unconscious bias and increase inclusion of underrepresented communities, including training our employees on our Equal Employment and Anti-Discrimination Policy



Diversity is about all of us, and about us having to figure out how to walk through this world together.

-Jacqueline Woodson





Diversity Programs

We promote the integration of our diversity policies into our Company culture, and are committed to providing equal access to, and participation in, employment and advancement opportunities.

Our employee-sponsored DEI Council, founded in 2020, promotes our vision of belonging and facilitates community outreach, development workshops, and team member inclusion groups. The DEI Council, comprised of employees from a broad range of backgrounds, drives initiatives designed to foster inclusion, ensuring close alignment with the Company's overall business strategy and objectives. The DEI Council publishes quarterly newsletters, distributes educational notices for special events like Pride Month and Juneteenth, and hosts panels that provide a platform for employees to respectfully engage in open, constructive dialogue.



Growing Together.

Belonging is at the center of our Snap One community, and thus our DEI efforts. In our recent Snap One team engagement survey, one of the words most often used to describe the environment at Snap was “inclusive.” Others that stood out included “diverse” “open” “accepting” “respectful” “fair” “and” “welcoming.” This was encouraging to hear” and our DEI Council will continue working to deliver programming and create space for our shared community to interact, learn, and grow together.

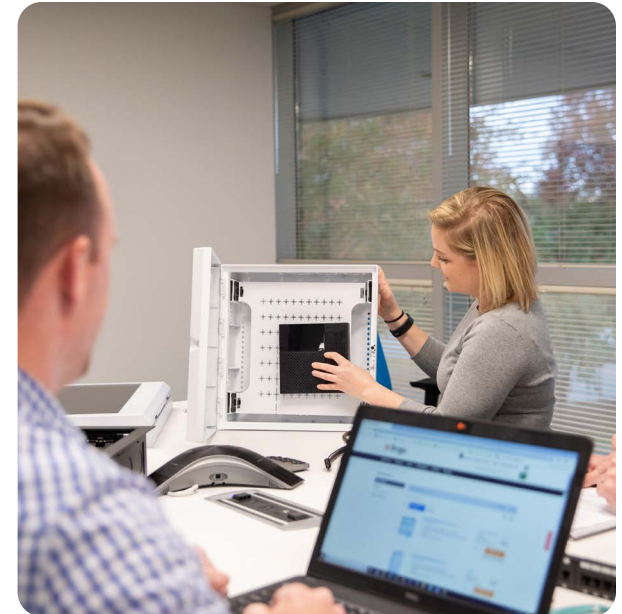
– Snap One DEI Council



We also continue to develop our Women in Technology Alliance (WiT), an employee alliance whose mission is to advocate for the advancement and inclusion of women in Snap One by cultivating an inclusive culture, fostering personal and professional development, and strengthening community ties. Members can join the WiT Media Club, which convenes to discuss books, and media recommendations, as well as the WiT Circle networking group, where members meet monthly to discuss principles and success tools. WiT regularly publishes articles and blog posts and promotes and hosts talk events with guest panelists on various topics, such as "Creating your own Opportunities".

Supporting Our People

We believe that fair and equitable pay is an essential element of any successful and inclusive organization, and we offer competitive pay to attract, motivate and retain exceptional talent, as well as a comprehensive benefits package to provide for the health, welfare and retirement needs of our employees. We use independent third-party tools to gather geographically specific data to ensure that our pay and benefits remain competitive so that we can attract and retain talented team members.



Women in Technology Alliance.

Historically, women in this industry have sometimes been few in number, and maybe because of that they bring a set of unique talents and drive to the table. Snap One is proud to support our Women in Technology group that is designed to help women thrive, iterate, connect with opportunities, and shape the future of technology.

– Dawn Boland, Senior VP Technology Support





Team Member Benefits



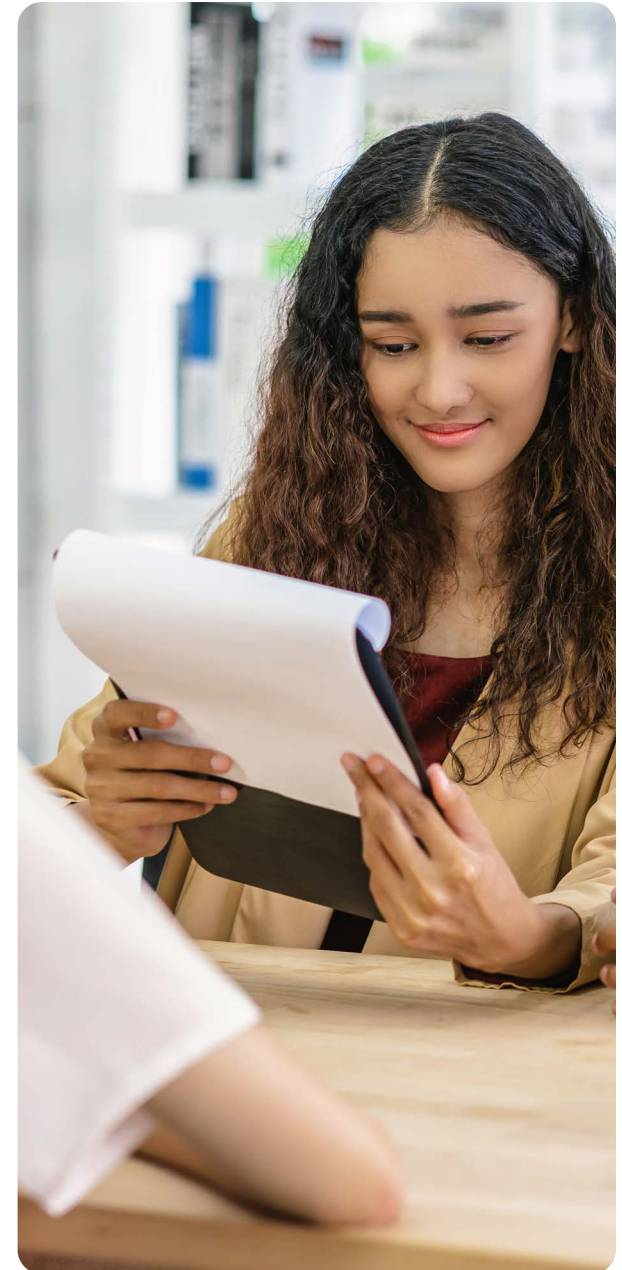
Full-Time Team Member Benefits

Snap One employees working 30+ hours a week are eligible for our extensive benefits package. Team members can receive medical, dental, and vision coverage, as well as HSA or FSA saving accounts, life insurance, disability plans, retirement savings plans, including 401(k) matching; and the Company also offers employee stock purchase opportunities. Snap One also provides group rates on auto and home insurance, and access to a legal insurance plan and identity protection plan.



Employee Assistance Program

We also offer an Employee Assistance Program to our benefit-eligible employees and their families to help employees navigate personal challenges. This program provides 24/7 access to professional counseling—including free counseling visits— and immediate support for a variety of issues to help support team members' work-life balance and well-being. This program offers resources for a variety of topics including healthcare, legal questions, childcare and home buying. Employees also have access to free financial consulting with our 401(k) advisors, where employees can schedule time for a comprehensive analysis and discussion of their financial questions and retirement goals.





Giving Back

At Snap One, we care about the long-lasting positive impact we make on each other, our partners, our end users, and our communities. “Be an Ethical Company” and “Be an Engaged Leader” are two of our sustainability core values that serve as guiding principles for our business and our philanthropic efforts.

Snap One Cares

Snap One Cares is a charitable foundation sponsored by the Company with a mission to lift the communities where we operate. Snap One Cares strategically supports non-profit organizations that are important to our employees and align with our purpose:

To make life for the underserved more enjoyable, connected, and secure.

Snap One Cares also encourages our employees to invest in their communities by providing a platform for them to donate to local causes as well as allowing requests for Company donations to specific organizations. We believe our foundation not only impacts worthwhile causes but also fosters a sense of unity and purpose within our organization. Together, we can create a positive change that extends beyond the workplace.

Community Outreach

Our employees are our greatest assets when it comes to making a difference in our communities and we are committed to investing in their ability to give back. We encourage our people to participate in grassroots initiatives that will drive continuous improvement in our communities. To further support this effort, in 2023, Snap One created the Community Outreach team member inclusion group. With the guidance of this group, we saw a tremendous effort by our employees and partners to make a difference in their communities. From a blood drive with the Red Cross, to a food-drive competition for Feeding America, our employees gave their time and resources (and blood!) to support others in meaningful ways.



Serving the Underserved.

Snap One Cares was created to support our people in serving the needs of our local communities. We are excited for this connection to become a catalyst for meaningful change where it is needed most.

– Ashley Swenson, Senior VP Marketing







Engaged Leader

We are committed to creating solutions that enable resource efficiency and enhance data security and privacy for integrators and end customers.

At Snap One, we take great pride in producing our products responsibly and with a strong commitment to sustainability principles. From developing quality products that empower users to track and decrease energy usage, to protecting the privacy of those who use our products, we believe that Engaged Leadership in our industry means prioritizing the well-being of our planet and communities.



Being an Engaged Leader

Snap One empowers me to fully own the development of my product platform, from the technical architecture through implementation to continued operations. There's a strong cultural tendency to constantly move with a purpose, balance performance and cost in design, and deliver great experiences.

- Jim Sparkman, Principal Data Engineer.

Awards & Accolades

Integrators rave about us, and this has led to numerous awards in 2023 from trade organizations in our industry:

- 45 CE Pro Brand Leader Awards (out of 62 sub-categories; ~5x the nearest competitor)
- 14 2023 CE Pro Quest for Quality Awards (out of 22 sub-categories)



CEDIA SMART HOME AWARDS 2023

CEDIA (association of smart home professionals) Smart Home Awards 2023

- Best New Hardware (Luma x20 Family)
- Product Hall of Fame: 2 products inducted: Snap One Control4 OS2, Snap One OvrC



InfoComm Best of Show 2023 Manufacturer Award

- Strong Carbon Series Display Mounts



Quest for Quality Awards 2023 Manufacturer Award

- Platinum awards for Best Customer Service, Best Technical Support, Best Shipping Policies, Best Website, Best Dealer Programs/Incentives



Residential Tech Today 2023 Innovation Award

- Control4 Single Room Bundle
- Triad Passive Soundbar



Smart Home Division Mark of Excellence Awards 2023 Winner

- Outdoor Living Product of the Year - Episode Radiance
- Whole-house Control/System Management Product of the Year - Control4 CORE Series Controllers



Energy-Management Products

Snap One is passionate about our innovative smart home products that support and empower end users to make deliberate sustainable choices to limit their carbon footprint. As we strive to be an Engaged Leader in our industry, we are constantly improving our products, and their energy-saving features, which enable end customers to better manage and control their power consumption and enable integrators to work more efficiently.

Our smart technology helps manage energy usage by intelligently setting and controlling lighting, heating, cooling, window treatments and other essential systems in the home, allowing emissions to be monitored and reduced.

Aside from setting and zoning thermostats and lighting with precision, homeowners can automate the system to reduce usage when there's no movement in the house or remotely monitor and control the home when traveling. End users can also harvest solar energy coming through windows, and trap heat with window treatments and blinds. These energy-management options can empower end users to decrease their carbon footprint and increase their cost savings.

Moreover, we have systems that allow end users to have the professional installer remotely monitor their

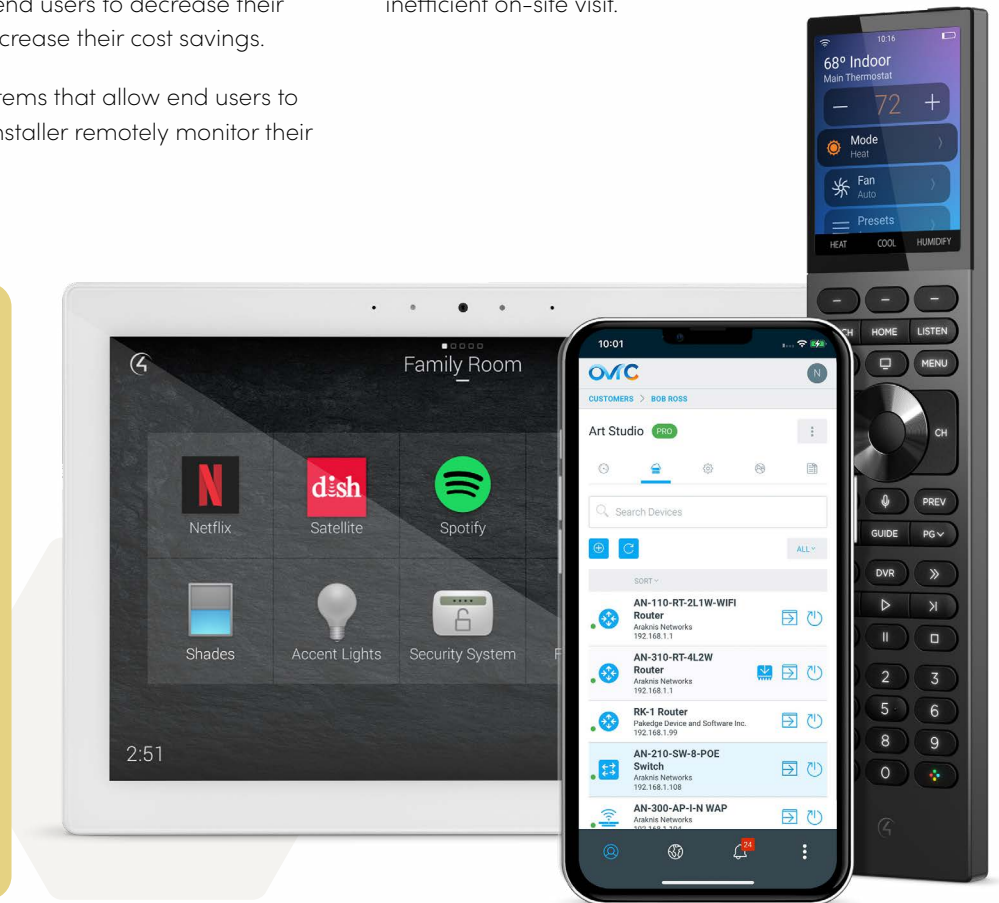
systems, which can alert the professional integrator of system errors that could potentially impact energy usage. These remote management and monitoring solutions, such as OvrC, empower integrators to remotely manage, configure and troubleshoot devices on the network, keeping the system running smoothly and sustainably, and often negating the need for a costly and energy-inefficient on-site visit.



The Power is in Your Hands.

Snap One has more products than ever that empower end users to automate and control nearly every aspect of their home's energy use, including the ability to view and manage their home systems remotely. Snap One's ability to integrate a with these products – from thermostats, to lighting, to window treatments and beyond—provides substantially better energy management and control for the end user.

– David Moore, Executive VP Engineering & Technology





Privacy and Cybersecurity

At the forefront of our product development is ensuring the protection of the data and privacy of our integrators and the end customers using our products each day. We believe this is a key component of exemplifying Engaged Leadership in this space. We are dedicated to strict and proactive standards for data privacy and security.

Privacy

We respect our integrators' and end customers' privacy rights and their unequivocal ownership of the personal data that is shared with us. We do not sell customer or integrator data. We continuously evaluate and adjust our privacy and security procedures, to help ensure data is protected and used only in a manner consistent with applicable law and Company commitments. For more details on our privacy and security programs, visit www.SnapOne.com/privacy.

Cybersecurity

Our Information Security program is designed to help us comply with the Sarbanes-Oxley Act as well as applicable consumer privacy laws, including the General Data Protection Regulation, the California Consumer Privacy Act and the California Privacy Rights Act.

Snap One uses both technical and organizational measures to protect customer information, and routinely tests our controls and information systems to help ensure we remain compliant with our security policies and procedures and industry standards. Snap One provides information security training for our employees and integrators. We welcome and encourage feedback on our security practices, and each vulnerability concern reported to us is thoroughly investigated by our team.





Continual Improvement

Our team of both in-house and third-party experts use a variety of methodologies to continuously monitor for external threats including ongoing reviews of multiple threat intelligence feeds, conducting frequent proactive security assessments, and performing regular penetration tests to uncover potential vulnerabilities or weaknesses. We have also implemented security-by-design approaches in our corporate and product operations.

In 2023 we conducted several tabletop exercises to improve our response readiness. We also enhanced access management through team member education, expansion of multifactor authentication to more platforms, phishing campaign simulations, and adherence to industry best-practice security policies. The combination of these activities significantly lowers risk by allowing us to both protect critical data and remove potential vulnerabilities before an incident occurs. The continuous improvement and expansion of these programs will continue in lockstep with our business growth as we pursue our goal of increasing cyber resiliency while reducing risk to the organization, our integrators who sell and install our products, and our end customers.



“

At Snap One, we prioritize your security by employing active defense measures against the rising tide of cyber threats. We are committed to safeguarding our customers and proprietary technology for the future through continuous improvement of our threat intelligence and analytics and, fostering a vigilant culture.

– Connie Gray,
Senior Director Engineering



Disaster Recovery

We are constantly seeking to improve our business continuity and disaster-recovery measures. Snap One's program to manage and mitigate cybersecurity risks involves actively monitoring our systems for potential threats, including frequent reviews of threat intelligence feeds, proactive security assessments, use of third-party software tools, and regular penetration tests to identify potential weaknesses. Our incident-response plans are integral to our overall crisis-management framework. In the event of a cybersecurity incident, our team is equipped with a well-defined incident-response plan that includes immediate actions to mitigate the impact and long-term strategies for remediation and prevention of future incidents.





Board-Level Oversight

Our Board of Directors devotes regular and thorough attention to the security of our data and systems. It focuses on the investment, development, and protection of our data and information technology systems, including business resilience, compliance, cybersecurity, and information security risks. At least quarterly, our management team updates the Audit Committee of our Board on the Company's information security policies and procedures. This ensures that the highest levels of management are kept abreast of the potential cybersecurity risks.

Management maintains a structured and systematic approach to reporting cybersecurity information to the Board, where incidents are escalated based on materiality. Minor cyber incidents are addressed immediately by the Cybersecurity Core Team. If the issue requires a cross-functional response, or there is any indication of business interruption, financial harm, data loss, significant system functionality loss, unreasonably delayed service or exposure of sensitive data (such as Personal Identifiable Information),

the incident is escalated to the cross-functional Cybersecurity Leadership Team. If after further investigation, the incident is determined to have a material business impact, the issue is escalated to the Audit Committee for final materiality determination. All significant cybersecurity matters, and strategic risk management decisions are escalated to the Board, ensuring that they have comprehensive oversight and can provide guidance on critical cybersecurity issues.





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A large, artistic photograph of a modern interior space with a high, vaulted ceiling. The ceiling is a deep blue, and a large, circular, glowing light fixture is visible. A complex, spherical metal sculpture with multiple intersecting rings and small lights hangs from the ceiling. The walls are a warm, golden-brown color, and the overall atmosphere is futuristic and sophisticated.

Planet



Environmental Steward

We are committed to meaningfully reducing our impact on the environment by minimizing our carbon footprint and improving the sustainability of our operations.

In line with our mission, we recognize the importance of being an Environmental Steward and protecting our planet. Snap One understands that companies must do their part individually and collectively to mitigate climate change and to be good stewards of the earth. In addition, in light of rising energy costs, our environmental and business goals may lead to cost savings for us and for our customers through energy efficiencies throughout our operations.

Internal Controls for Environmental Data

In 2023, we took steps to assess and enhance internal controls regarding data collection and monitoring processes. We implemented a carbon accounting software tool, Persefoni AI Inc., to enhance our data collection and reporting accuracy, timeliness, as well as our ability to expand and analyze third-party data. The continued utilization of this software and related processes will enable us to set key performance indicators that we can track, meet regulatory requirements and stakeholder expectations over time and eventually facilitate auditing and assurance of our data and control framework. Greenhouse gas data that is consistent and complete will also allow us to track our use over time and to conduct peer benchmarking. All of the foregoing will improve the Board's and management's decision-making, resource-allocation, and transformational strategies on environmental matters.

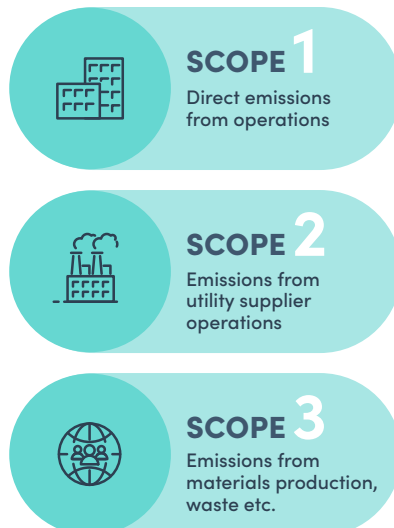




Greenhouse Gas Emissions

Scopes 1, 2, and 3 Emissions Explained

Scope 1 Emissions include direct emissions or those generated from our assets, such as vehicle usage. Scope 2 Emissions are indirect emissions generated by the electricity we purchase to power our facilities. Scope 3 Emissions are not directly produced by the Company and are not the result of activities from assets owned or controlled by the Company, but by those that the Company is indirectly responsible for, up and down its value chain.



Scope	What's Included
Scope 1 – Direct Emissions	Snap One operates a variety of local stores, corporate offices and distribution centers. These sites create direct emissions through natural gas usage and fleet vehicles.
Scope 2 – Indirect Emissions	Our Scope 2 emissions include our indirect emissions resulting from the electricity we purchase to power our stores and buildings.
Scope 3 – Upstream & Downstream Value Chain Emissions	Within our value chain, we recognize the impact of both upstream and downstream activities on our footprint. These encompass a range of activities including, but not limited to, manufacturing, product distribution, business travel, and employee commuting. Snap One is increasing its collection and analysis of our Scope 3 data in multiple categories, as outlined below.



Scope 1 & 2 Emissions

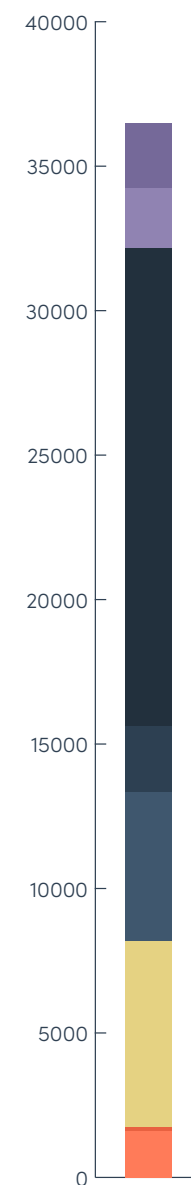
For our fiscal year 2022 data, we prioritized the measurement and analysis of our Scope 1 and 2 emissions, which play an important role in our overall GHG footprint due to our ability to more directly gather data and affect energy use. Our estimate of our Scope 1 and 2 emissions for fiscal year 2022 total 8,150 tonnes of carbon dioxide equivalent (tCO₂e). This is equivalent to 1,814 gasoline-powered passenger vehicles driven for one year, or 1,028 homes' energy use for one year.²

Scope 3 Emissions

To demonstrate our commitment to transparency and accountability, and because a vast majority of our emissions are indirect emissions from Scope 3 sources in our supply chain, this year we initiated cross-functional team data collection and analysis processes for a more comprehensive GHG inventory that would encompass multiple Scope 3 categories. For fiscal year 2022, we estimated Scope 3 emissions for Categories 1, 3, 4, 6 and 7, which totaled 29,160 tonnes of carbon dioxide equivalent (tCO₂e). This is equivalent to 6,489 gasoline-powered passenger vehicles driven for one year, or 3,675 homes' energy use for one year.

Moving forward, we will continue to review, refine, and improve on our data collection efforts across Scope 1, 2 and 3 to enhance our ability to estimate and affect emissions from our operations and across our supply chain.

Scope	Sources	FY 22 Emissions in tonnes of carbon dioxide equivalent (tCO ₂ e)
Scope 1	Stationary Combustion – Facility	1,620
	Mobile Combustion: Company-Owned Fleet Vehicles	130
	Total Scope 1 emissions	1,750
Scope 2	Purchased Electricity – Facility	6,410
	Total Scope 1 and 2 emissions	8,150
Scope 3	Category 1: Purchased Goods & Services	5,160
	Category 3: Fuel- and Energy-Related Activities (i.e., T&D Losses)	2,320
	Category 4: Upstream Transportation & Distribution	16,520
	Category 6: Business travel	2,080
	Category 7: Employee Commuting/Telework	2,230
	Total Scope 3 Reported Categories³	29,160
Total Scope 1, 2, and 3 emissions		37,310



² US EPA.

Scope 3 Reported Categories includes categories 1, 3, 4, 6 and 7. See US EPA.



Climate Risk Diversification

In line with the potential risk of climate disasters outlined in the Climate Risk Assessment (see Appendix), Snap One has developed proactive geographical diversification of our suppliers. We believe by further diversifying our supply chain, we can help guard against the potentially devastating effects of climate disasters, while also benefiting our business amid the uncertainty of other potential geopolitical risks.

As we continue to grow and progress in our effort to report our environmental impact, we hope to further utilize this Climate Risk Assessment information in our initiatives, and to implement proposals that came out of our partnership with our consultants, analysts, and solution providers.





Recycling and Responsible Packaging

The production and disposal of packaging material used for products and transportation is an important environmental issue. While significant opportunities remain, we have taken strides in collaboration with our product partners to explore packaging improvements that avoid wasted material and space, as well as ways to increase the reusability or recycling of materials.

Reusing and Reimaging

We continue to expand our Reduce, Reuse, Recycle Initiative to reduce waste at our distribution centers. Currently, the majority of our inbound ocean freight master-pack boxes are reused for outbound shipping, and boxes that cannot be reused are recycled, using baling machines at each site for efficient consolidation and easier delivery to recyclers.

We have also expanded our cardboard reuse program that started as a pilot program to reuse cardboard boxes as packing material. We utilize a cardboard perforator to convert cardboard into paper mesh netting that can then be used as a protective packing material sufficient to replace bubble wrap and plastic air bags. We are also utilizing recyclable paper void-fill options over plastic air-pillow void fill. Our cardboard and paper initiatives provide cost reduction, higher reliability, and promote environmental sustainability.

Smarter Packaging

We have been working closely with our supplier partners to be better environmental stewards. With the help of our manufacturing partners, we have continued to progress in our efforts to convert our foam packing

material to more eco-friendly material for several of our products. We are making the change from plastic foam packing inserts to corrugated material, pulp paper, and other eco-friendly material as we push to reduce the amount of plastic foam going into landfills each year.

In addition to making packaging more sustainable, in 2023 the Snap One Product Development team, in collaboration with manufacturing partners, worked to thoughtfully reduce the packaging box size on several of our products by altering the assembly state and orientation of the final packed product. This change allows more efficient packing and shipping, increasing container utilization, and reducing the number of containers and related resources required to ship our products each year.

In another effort to reduce packaging sent with our products, we have continued to systematically eliminate paper installation manuals where possible in favor of a card with a printed QR code to be inserted into our product packages, aiming to decrease the amount of paper waste.

We continue to explore more sustainable packaging materials, and more creative ways to protect our planet. Going forward, packaging sustainability and stewardship requirements will be key aspects of the new product innovation process that we will track and develop more closely.

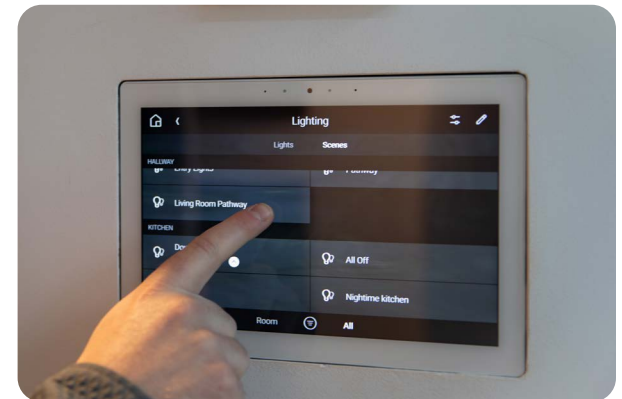
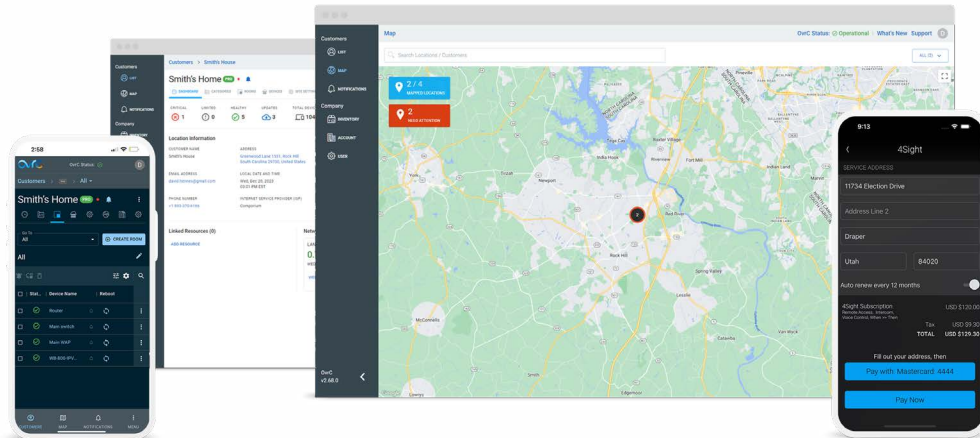




Energy Savings and Management

We enthusiastically explore and support projects that creatively expand the uses of our technology as well as provide energy savings. Our OvrC and 4Sight software solutions are cloud-based remote-management platforms that widely enable users to conserve energy by allowing remote management, monitoring, and

troubleshooting of connected devices. These platforms, coupled with our smart product energy-saving features discussed in our Product section above, also enable end customers and integrators to better manage their power consumption.





Principled Governance

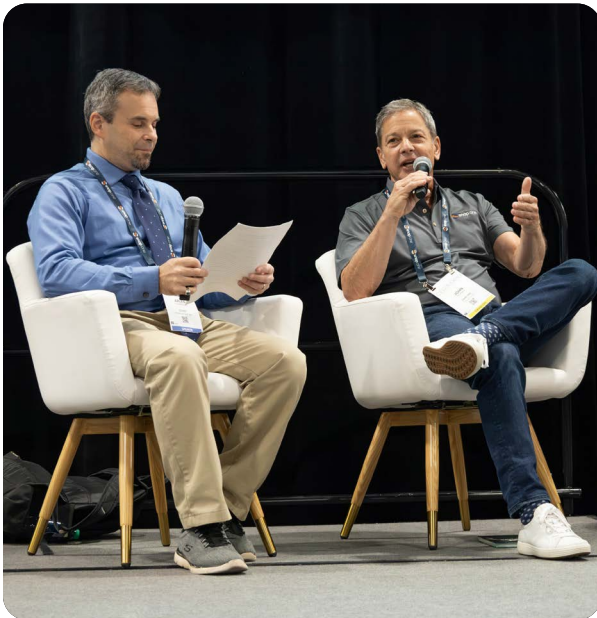


Ethical Company

We are committed to governance practices and policies that promote high ethical standards and maximize the long-term interests of our stakeholders.

Governance Structure

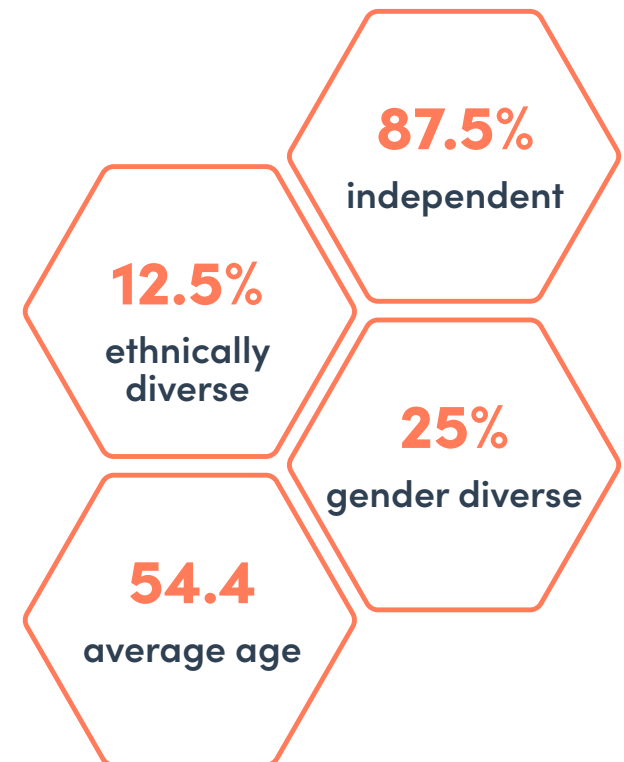
As our Company matures, we continue to evolve our governance structure to better align with investor expectations. Since our IPO in 2021, we have adopted both internal and publicly facing policies to increase transparency and compliance. We will continue to develop our governance practices and policies to maximize stakeholder interests.



Our Board.

Currently our Board consists of eight members, including the CEO of Snap One, and three members affiliated with Hellman & Friedman, our majority stockholder. Board members are elected on a staggered basis. Our [Corporate Governance Guidelines](#) ensure that two-thirds of the Board is experienced with the business when a new third is elected. This structure promotes the long-term goals and growth of Snap One.

We believe that guidance from our Board is important to ensure that sustainability is incorporated in our overall Company strategy. As a result, our Board oversees our sustainability programs, with support from the Nominating and Governance Committee, which directs and advises the Board's sustainability oversight and strategy. The Board also supports our overall Sustainability efforts through its oversight of operations, cybersecurity, strategy, and approval of the annual budget. In addition to receiving quarterly committee reports on sustainability responsibilities, the Board has an annual strategic discussion on our Sustainability roadmap and implementation activities.





We are committed to strong corporate governance practices and policies that support effective Board leadership and prudent management practices, including:

- *Independent Audit and Risk Management, Compensation, and Nominating and Corporate Governance Committees*
- *Robust risk oversight by full Board and Committees*
- *Performance-based short- and long-term incentive compensation for executives*
- *Annual Compensation review by the independent Compensation Committee*
- *Policies prohibiting short sales, gross-ups, hedging, margin accounts, and pledging*
- *Rigorous risk oversight of cybersecurity programs by the Audit and Risk Management Committee*
- *Meaningful stock ownership guidelines for directors and executives*
- *Limits on memberships on other boards*
- *A commitment to health, safety, and environmental responsibility*
- *No executive defined benefit retirement programs*





Sustainability Committee

In 2022, we created our cross-functional Sustainability Committee, with representation and guidance from our Product, People, Operations, Supply Chain, Finance, Legal, Marketing and IT teams, to assist in establishing and implementing our sustainability strategy and drive alignment of our business and sustainability objectives. The Sustainability Committee, with guidance from our Board collaboratively established our sustainability roadmap, and our four sustainability principles. Our Sustainability Committee consists of the following senior leaders:

- *Chief Financial Officer*
- *Chief Legal Officer*
- *Chief Product Officer*
- *Chief Operations Officer*
- *Chief People Officer*
- *Senior VP of Marketing*
- *Senior VP of Finance*
- *Executive VP of Operations*
- *VP Deputy General Counsel*

Our Sustainability Committee reviews strategic objectives, provides guidance regarding initiatives and ensures alignment across the Company.



As the Board of Directors of Snap One, our core focus is on building a business that will thrive over the long-term—creating products and services that consistently deliver value to consumers and developing earnings streams that support our stakeholder interests.

Ensuring a sustainable ecosystem of employees, integrators, suppliers and investors, along with the markets and communities in which we all operate, is a core foundation of this effort. Hence sustainability at Snap One is not a compliance exercise or a marketing initiative, but it is at the heart of our business strategy. The Board is committed to driving long-term value at Snap One and delivering on our sustainability objectives is a critical element of this work.

—Erik Ragatz,

Chairman of the Board of Directors



Supply Chain Responsibility



Supplier Collaboration



Commitment to Ethics



Supplier Work Environment



Conflict Minerals Management

Commitment to Human Rights

Building productive and long-term relationships with suppliers is essential to our business growth and our efforts to conduct principled governance. We believe prioritizing these partnerships not only helps to strengthen social and environmental practices, but also reduces risk across the supply chain. We respect the human rights of all people and remain dedicated to following transparent and accountable labor and business practices to ensure those involved in the creation of our products are respected.

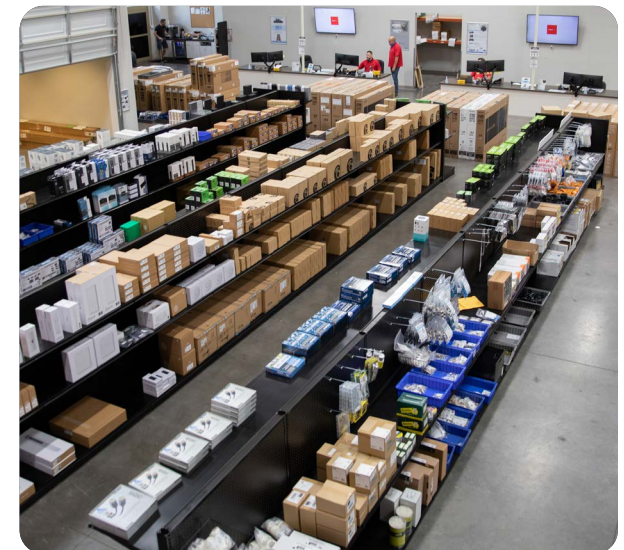
We also conduct in-person audits of our key suppliers (see our Supply Chain Auditing below) to confirm their compliance with our Partner Code of Conduct and provide a method of directly reporting any suspected violation of this code (see Whistleblower Hotline below). If noncompliance is identified, we work with our suppliers to take the appropriate corrective action.

Partner Code of Conduct

We communicate our social and environmental standards to suppliers through our Partner Code of Conduct Human Rights Policy, and Conflict Minerals Policy. We have high expectations for all our partners, whether suppliers, vendors, or integrators, and require that they adhere to our standards concerning legal compliance, anti-corruption and bribery, fair competition, intellectual property protection, privacy and information security, anti-discrimination, ethical sourcing of raw materials, and global trade laws and regulations, including the prohibition of slavery, child labor, or human trafficking in any part of the supply chain.

Supplier Commitment Program

Snap One recently implemented our Supplier Commitment Program to further promote and support our standards of ethics and integrity across our supply chain. Our Supplier Commitment form requires explicit agreement from our suppliers that they will comply with the standards outlined in our Partner Code of Conduct as well as our applicable sustainability and supply-chain related policies including our Human Rights Policy and Anti-Corruption and Anti-Bribery Policy. As part of the Supplier Commitment Program, we have created a process to not only request this acknowledgement from all our suppliers on an annual basis, but also include it as part of our Quarterly Business Reviews with our contracted suppliers.





Supply Chain Auditing

Snap One endeavors to build strategic partnerships with high-performing suppliers based on mutual trust. This is why we adopt a thorough selection process followed by a robust review process for our suppliers.

Our Annual Supplier Audit includes a robust supplier survey and quality assessment of business operations, including a review of their supply chain, and their environmental, health and safety (EHS) procedures. We request that our contracted suppliers and potential suppliers provide their documented EHS policy, as well as their self-audit findings and corrective actions, and a scoring of their EHS performance based upon our guidelines. Further, we perform on-site inspections as needed to review the suppliers' engineering and supply chain operations including site certifications, labor, storage, data management, assembly, testing, and shipping.

We also conduct Quarterly Business Reviews of our major suppliers, in which our suppliers provide their sustainability policies and plans as well as their business contingency plans.

We feel that supply chain management is a critical piece of principled governance, and is an opportunity for us, with our suppliers, to reinforce our mutual commitment to high standards, help maintain a competitive edge, and minimize risks.

Supplier Diversification

In the last few years, Snap One has made conscious efforts to diversify its supplier base in order to mitigate geopolitical impacts.

Because of our commitment to our policies supporting an ethical supply chain, we continue to transition away from suppliers that provide less disclosure surrounding their human rights protections and environmental responsibility. We have terminated several of our suppliers who were unable to confirm adherence to these policies and transitioned our supply chain to suppliers whose policies aligned with our values. In addition to driving ethical behavior, we are concerned about the durability of supply from suppliers unable to report on or meet the principles set forth in our Partner Code of Conduct since we believe that regulations in many of our key markets requiring various types of responsible sourcing will only become more rigorous.

Our Partner Code of Conduct, Human Rights Policy, Anti-Bribery and Anti-Corruption Policy, Conflict Minerals Policy and other related policies can be found at <https://www.snapone.com/legal>.





Transparency and Fairness

Whistleblower Hotline

We value compliance, fairness, and transparency, and believe that open, honest communication is the expectation, not the exception. To align with that goal, we employ an independent third-party dedicated Whistleblower Hotline, which our team members and partners can use 24/7 to anonymously report any suspected breaches of our Partner Code of Conduct and any illegal or unethical activity, including fraud, abuse, misconduct in the workplace, and any retaliation against team members or others who make, in good faith, any allegation of such misconduct.

These reports are carefully monitored to ensure appropriate persons consider and respond to all reports in a timely and thoughtful manner. We also provide additional methods of reporting violations, including raising concerns to managers, our Legal Department, or our Human Resources Department. We do not tolerate intimidation, disadvantage, or reprisal against any team member who makes a report in good faith.

Snap One leadership and the Audit and Risk Management Committee of our Board regularly review the issues raised in these reports as part of their oversight of our corporate compliance program. Communications made through the confidential hotline and certain communications to the Board to the extent relating to accounting, internal accounting controls, or auditing matters will be reviewed by the Audit and Risk Management Committee in accordance with its established procedures. The Audit and Risk

Management Committee also receives regular updates regarding the use of the hotline, including analytical data regarding the number of reports and the types of matters reported.





Appendix



Glossary of Terms

Terms	Definitions
California Consumer Privacy Act	A statute enacted to fortify consumer protection and privacy rights for CA residents.
California Privacy Rights Act	A state statute enacted to give CA consumers increased control over the personal information that businesses have collected about them.
Carbon Emissions	Release of carbon dioxide (CO ₂) into the atmosphere preventing heat from escaping, leading to disrupted weather patterns and higher global temperatures.
Climate Risk Assessment	An analysis of the likelihood of future climate hazards and their potential impact.
Conflict Minerals	Materials or minerals that come from a region where conflict affects the mining and trading of those materials as defined by U.S. Securities and Exchange Commission.
CO ₂ e	Carbon dioxide equivalent. A unit of measurement that can be used to compare the emissions of various greenhouse gases based on how long they stay in the atmosphere and how much heat they can trap.
CBECS	Commercial Buildings Energy Consumption Survey conducted by the U.S. Energy Information Administration (EIA)
DIFM	Do-it-for-me.
DEFRA	United Kingdom Department for Environment Food and Rural Affairs.
EEIO	Environmentally Extended Input-Output. EEIO models are used by the U.S. Environmental Protection Agency and are combined economic-environmental models.
EPA	United States Environmental Protection Agency.
Fiscal Year 2022	The Company's fiscal year starting on January 1, 2022, and ending on December 30, 2022.
Fiscal Year 2023	The Company's most recently completed fiscal year, starting on December 31, 2022 and ending on the December 29, 2023.
General Data Protection Regulation	A regulation on information privacy that governs the European Union and the European Economic Area.
Greenhouse gas or GHG	Gasses that trap heat in the atmosphere (e.g. CO ₂).
GHG/greenhouse gas inventory	Accounting and summary of emissions data for a given fiscal year within the Greenhouse Gas Protocol Corporate Standard.
Integrator	Professionals that ensure various smart home devices and technologies work as a cohesive and interconnected system.
IPCC	Intergovernmental Panel on Climate Change
Key Performance indicators or KPIs	A quantifiable measure of performance over time for a specific objective.
IEA	International Energy Agency
Kilowatthour (kWh)	A measure of electricity defined as a unit of work or energy, measured as 1 kilowatt (1,000watts) of power expended for 1 hour.
Persefoni AI, Inc.	Climate management and accounting software platform that allows for streamlined carbon accounting and decarbonization planning.
Quarterly Business Review or QBR	Meetings that Snap One conducts with its suppliers each quarter to assess their Sustainability policies and business continuation plans.
NAICS	The North American Industry Classification System, a classification of business establishments by type of economic activity used by governments and business in Canada, Mexico, and the U.S.
Sarbanes-Oxley Act	A U.S. federal law that was enacted to enhance corporate governance and financial transparency by establishing various regulations for public companies.
Scope 1, 2, & 3 emissions	Greenhouse gas emissions classifications:
-	Scope 1: Direct emissions from an organization's owned or controlled sources.
-	Scope 2: Indirect emissions created by the productions of energy that is purchased by the organization.
-	Scope 3: Indirect emissions (not included in Scope 2) that occur within the organization's value chain, including upstream and downstream emissions.
Scope 3 Reported Categories	Scope 3 Reported Categories for the purpose of this report includes categories 1, 3, 4, 6 and 7.
SKUs	A unique code that product seller assigns to every type of item it sells.
tCO ₂ e	Tonnes of carbon dioxide equivalent.



GHG Emissions Data

Data Methodology

FY2022 Emissions Footprint: Data Methodology – Scope 1

Emissions Source	Proxy Data Methodology Used
Stationary Combustion – furnaces and back-up generators (propane, natural gas, etc)	<p>Methodology</p> <ul style="list-style-type: none"> Annual consumption data (ft3) calculated using CBECS (Commercial Buildings Energy Consumption Survey) Estimation Method All sites were assumed to consume Natural Gas due to lack of available data Floor space data provided in square feet for all 75 locations Principle Building Activity determined by main Activity: Office, Warehouse & Storage, Retail/Mercantile and Mixed Use Table C25 used for USA locations by region Table C24 used for International locations
	<p>Factors</p> <ul style="list-style-type: none"> Calculation Method: Fuel-based Global Warming Potential Set: IPCC Fourth Assessment Report (AR4) Emission Factor Set: US EPA – 2023 used for USA, Canada, Australia, Taipei and Serbia-based locations Emission Factor Set: UK DEFRA – 2023 used for UK and Germany-based locations
Mobile Combustion – vehicle or mobile fleet and yard vehicles	<p>Methodology</p> <ul style="list-style-type: none"> 3 confirmed distances provided Where unknown, fleet distances were determined by assumed typical fleet travel behavior for last-mile Retail to customer delivery in each state where the vehicle is registered. Assumed 25 miles per trip and 250 trips per year between total number of vehicle fleets per state (i.e. 250 trips between 5 vehicles is 50 trips per year per vehicle in that state) All vehicles classified as Light Duty Trucks unless confirmed otherwise
	<p>Factors</p> <ul style="list-style-type: none"> Fuel name: Unknown Calculation Method: Distance-based Global Warming Potential Set: IPCC Fourth Assessment Report (AR4) Emission Factor Set: US EPA – 2023



FY2022 Emissions Footprint: Data Methodology – Scope 2

Emissions Source	Proxy Data Methodology Used
Purchased Electricity – electricity used for lighting in offices, facilities and electric chargers	<p>Methodology</p> <ul style="list-style-type: none">• Annual consumption data (kWh) calculated using CBECS (Commercial Buildings Energy Consumption Survey) Estimation Method• All sites were assumed to consume Electricity due to lack of available data• Floor space data provided in square feet for all 75 locations• Principle Building Activity determined by main Activity: Office, Warehouse & Storage, Retail/Mercantile and Mixed Use• Table C15 used for USA locations by region• Table C14 used for International locations <p>Factors</p> <ul style="list-style-type: none">• Calculation Method: Location-based• Global Warming Potential Set: IPCC Fourth Assessment Report (AR4)• Emission Factor Set: U.S.EPA – eGrid 2021 Sub Region used for U.S. based locations• Emission Factor Set: IEA International Electricity Factors (2022) used for Canada, Australia, Taipei, Serbia and Germany based locations• Emission Factor: U.K. DEFRA – 2023 used for U.K.-based locations



FY2022 Emissions Footprint: Data Methodology – Scope 3

Emissions Source	Proxy Data Methodology Used
Purchased Goods and Services (Category 1) – goods procured to use in company's products or services and goods procures to support daily company operations.	Methodology <ul style="list-style-type: none">• Purchase Ledger Summary for FY2022 provided• 54 business spend categories mapped to 37 unique NAICS Industry codes
	Factors <ul style="list-style-type: none">• Calculation Method: Spend-based – Industry• Emission Factor Set: U.S. EPA – EEIO Factors 2.0.1–411 AR4
Upstream Purchased Fuel (Category 2) – the production of fuels and energy purchased and consumed	Methodology <ul style="list-style-type: none">• Same as Scope 1 – Stationary Combustion
	Factors <ul style="list-style-type: none">• Calculation Method: Fuel-based (Natural Gas)• Global Warming Potential Set: IPCC Fourth Assessment Report (AR4)• Emission Factor Set: UK DEFRA – 2023
Upstream Emissions of Purchased Electricity (Category 3) – the production of electricity purchased and consumed	Methodology <ul style="list-style-type: none">• Same as Scope 2 – Purchased Electricity
	Factors <ul style="list-style-type: none">• Calculation Method: Location-based• Global Warming Potential Set: IPCC Fourth Assessment Report (AR4)• Emission Factor Set: IEA 2022 / U.K. DEFRA 2023 for USA and International based locations; U.K. DEFRA – 2023 for U.K.-based locations



FY2022 Emissions Footprint: Data Methodology – Scope 3

Emissions Source	Proxy Data Methodology Used
Electricity Transportation and Distribution Losses (Category 3) – the extraction, production and transportation of fuels consumed in the generation of electricity, heat or steam consumed	Methodology <ul style="list-style-type: none">• Same as Scope 2 – Purchased Electricity
	Factors <ul style="list-style-type: none">• Calculation Method: Average-data based• Emission Factor Set (Upstream): IEA 2022 / UK DEFRA 2023 for USA and International based locations; UK DEFRA – 2023 for UK based locations• Emission Factor Set (Combustion): IEA International Electricity Factors (2022)
Upstream Transportation and Distribution (Category 4) – transportation and distribution of products purchased between tier 1 suppliers and own operations, in vehicles not owned or operated by the company. Including third-party purchased T&D services	Methodology <ul style="list-style-type: none">• Ocean and Air freight logistics data• Flight and Nautical mile distances were calculated using online open-source port-to-port calculators• FedEx: tonne-mile data provided for activity in the U.S. , UK and Australia• DHL: total reported carbon emissions data provided for activity based in Australia.
	Factors <ul style="list-style-type: none">• Calculation Method:<ul style="list-style-type: none">> Distance-based (for Ocean and Air freight and FedEx data)> Spend-based ('Local's' trucking between retail stores and customers)• Global Warming Potential Set: IPCC Fourth Assessment Report (AR4)• Emission Factor Set: US EPA – 2023 used for USA, Canada, Australia, Taipei and Serbia-based locations



FY2022 Emissions Footprint: Data Methodology – Scope 3

Emissions Source	Proxy Data Methodology Used
Business Travel (Category 6) – transportation of employees for business-related activities	Methodology <ul style="list-style-type: none"> Purchase Ledger Summary for FY2022 included Business Travel related expenses for Hotel Stays, Air Travel, Taxi and Rental Car
	Factors <ul style="list-style-type: none"> Calculation Method: Spend-based – Industry Emission Factor Set: US EPA – EEIO Factors 2.0.1-411 Global Warming Potential Set: IPCC Fourth Assessment Report (AR4)
Employee Commuting/ Telework (Category 7) – emissions arising from transportation activities of employee, mainly their daily commutes to and from work	Methodology <ul style="list-style-type: none"> Data was provided for 1887 employees (with 656 classified as fully remote) Employee office address, home address and working status by employee number for FY 2023 (assumed that all employees were present for FY 2022) Working status was used to determine frequency of commutes to the office: <ul style="list-style-type: none"> > Required on Site – 5 days per week > On-site Flex and Hybrid – 2.5 days per week > Remote and Virtual – 0 days per week Working days assumed 250 days in 2022 Size of remote working office assumed 10% of residence Average commuting distance of employees calculated from known zip-to-zip locations were 15.7 miles. This was used in instances where zips were unknown or unavailable Some employees with commutes longer than 400 miles but states as Required on Site; Flex or Hybrid were assumed Remote workers with travel to office expensed.
	Factors <ul style="list-style-type: none"> Calculation Method: Distance-based Global Warming Potential Set: IPCC Fourth Assessment Report (AR4) Emission Factor Set: US EPA – 2023 (Travel); IEA International Electricity Factors (2022) (Telework)



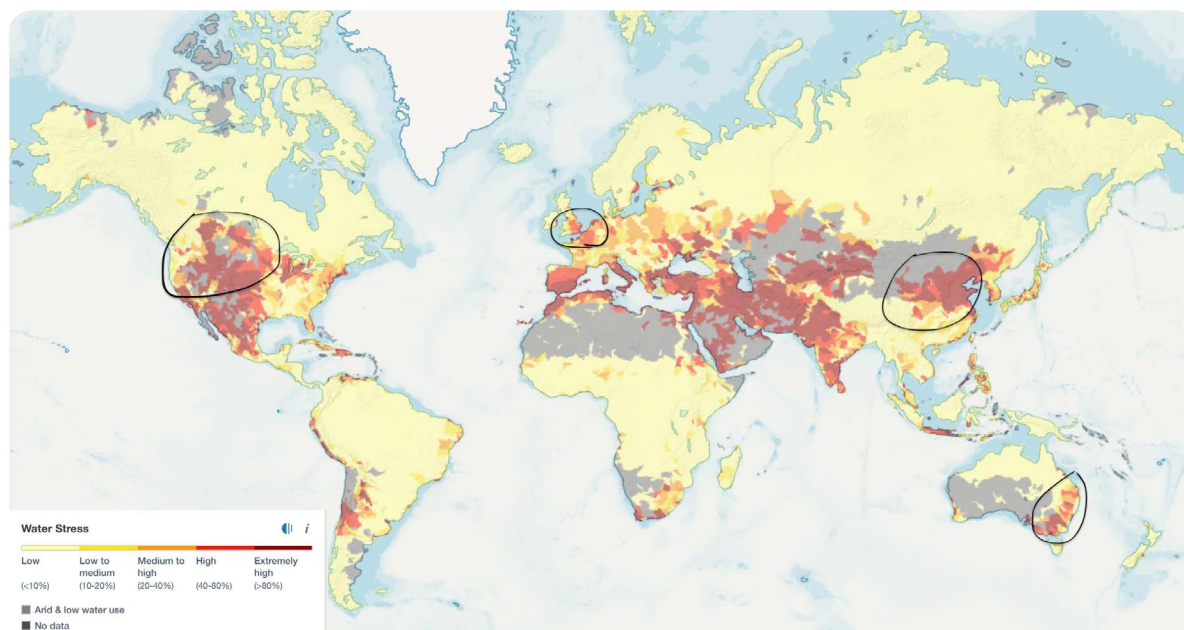
Climate Risk Assessment

Climate risk assessment conducted by the Environmental Defense Fund Fellowship Program to identify the likelihood of future climate hazards and their potential impacts on the Company

Physical Risk Scenario

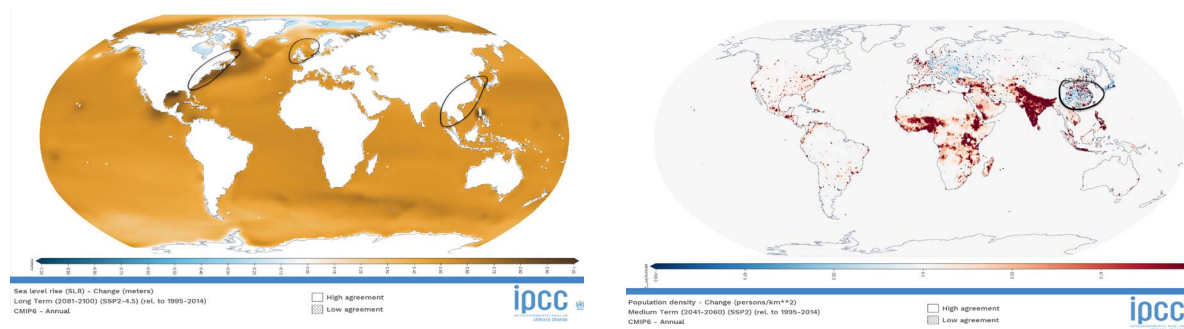
IPCC SSP 2- 4.5:

- CO2 emissions hover around current levels before starting to fall mid-century, but do not reach net-zero by 2100.
- Socioeconomic factors follow their historic trends, with no notable shifts.
- Progress toward sustainability is slow, with development and income growing unevenly and temperatures rise 2.7C by the end of the century.
- The physical risks which might affect companies include water shortages, rising sea levels, populations density shifts.



Physical Risk By Location

Location	Water Shortage	Sea Level	Population Shift
North America <i>(East Coast)</i>	High	Moderate	Low
China & Taiwan	High	Moderate	High
Australia	High	Moderate	Low
Europe <i>(England)</i>	High	High	Medium





Transition Risk Summary

Category	Major Risks	Time Span	Initiatives/Recommendations
Physical risks <i>(acute and chronic)</i>	Various climate related risks to business including exposure to floods, severe water shortage and decrease in human labor availability	Medium to Long Term	<ul style="list-style-type: none">• Lease new facilities in areas with lower risk and use environmental initiatives such as storm-water management• Strategize working conditions in areas with severe heat and water shortages• Choose suppliers in low-risk zones to diversify portfolio
Policy and Legal	Increased costs from carbon tax, fuel prices and emissions trading	Short to Long Term	<ul style="list-style-type: none">• Increase transport efficiency and switch to electric vehicles and equipment• As we lease new facilities, prioritize energy-efficient and green buildings
Technology	Loss of sales due to change or delay in technology and production practices	Short to Long Term	<ul style="list-style-type: none">• Promote development of more sustainable products through innovative designs and use of recycled materials• Conduct product Life Cycle Assessments to provide a competitive edge
Market and Reputation	Change in customer behavior, preferences and impact on sales (influenced by Snap One sustainability policies)	Medium to Long Term	<ul style="list-style-type: none">• Produce list of sustainability measures and declare a long-term target• Use public sector incentives



Develop Resiliency Strategy

What could Snap One do to tackle plausible risks and turn them into advantages?

Strategic Planning

How could we incorporate scenario analyses into business decisions?

Data Collection

How can we improve data collection processes, centralize data storage, expand our carbon footprint analysis, and decrease our carbon footprint?

Revisit Periodically

Are we moving the in right direction based on current trends and data?





Forward-Looking Statements

Certain statements contained in this report constitute forward-looking statements within the meaning of the "safe harbor" provisions of the Private Securities Litigation Reform Act of 1995, as amended, which reflect our current views with respect to, among other things, our expectations for future performance, goals, plans and, objectives.

You can identify these forward-looking statements by the use of words such as "outlook," "hopes," "indicator," "believes," "projects," "forecast," "targets," "expects," "potential," "continues," "may," "will," "should," "seeks," "approximately," "predicts," "intends," "plans," "scheduled," "estimates," "anticipates" or the negative version of these words or other comparable words.

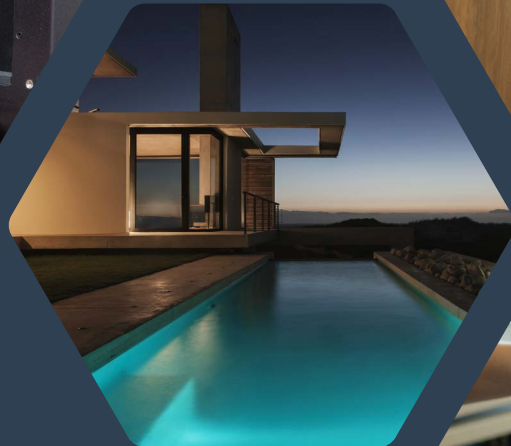
You should not place undue reliance on these forward-looking statements, which are based on currently available information and management's current expectations and beliefs about future events or future performance and actions. Such forward-looking statements are subject to various risks and uncertainties.

Accordingly, there are or will be important factors that could cause actual outcomes or results to differ materially from our goals, plans, and aspirations indicated in this report. We believe these factors include but are not limited to risks as described under the section entitled "Risk Factors" in our latest Annual Report on Form 10-K filed with the SEC, as such factors may be updated from time to time in our periodic filings with the SEC, which are accessible on the SEC's website at www.sec.gov.

Although we believe such expectations and beliefs are reasonable, such statements speak only as of the date of this report or otherwise specified herein, and, except as required by law, we undertake no obligation to publicly update or review any forward-looking statement, whether as a result of new information, future changes or otherwise.

Additional Disclaimers

This report describes topics that we consider to be important to stakeholders when evaluating sustainability matters of Snap One, however, the inclusion of information in this report is not an indication that such information is material as defined under the securities and other laws and the applicable regulations thereunder. Certain statements regarding our policies, guidelines, goals or forward-looking statements are aspirational in nature. They are not guaranteed to be delivered and actual results may differ materially from those aspired to in this report. We cannot guarantee that our directors, officers, team members and partners follow the requirements of our codes, policies and guidelines. Uncertainties are inherent in collecting data from a wide range of facilities and operations. Standards of measurement and methods of calculating sustainability and other data included in this report are evolving and numbers reported (other than audited financial data) are based on our calculations and good-faith estimates, which include a number of assumptions and have not been externally assured or audited. We believe that the estimates employed are appropriate and reasonable; however, due to inherent uncertainties in making estimates and assumptions, and as internal controls and processes continue to evolve, actual results could differ materially from our estimates.



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